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ABSTRACT

This report shows the progress made in the hiring of African-American faculty and senior administrators between 1985 and 1995 at Maryland public higher education institutions. Notable increases have occurred in the number of African-Americans employed full-time in the ranks of professor, associate professor, and assistant professor. The number of African-American faculty at these ranks more than doubled over the 10-year period at both community colleges and traditionally white institutions. The number of African-American full professors at traditional white institutions more than tripled since 1985 whereas African-American faculty at the historically black institutions increased slightly over the same period. At traditionally white institutions, average salaries of full-time African-American faculty exceeded those of whites at the professor and associate professor level but at the assistant rank, African-American salaries were less than those of whites. At historically black institutions, African-American faculty salaries at all ranks exceeded those for whites. Among African American and managers, the proportion outside of historically black institutions increased from 36 percent to 46 percent from 1985 to 1995. Salaries of African-Americans in full-time, senior administrative positions at community colleges and historically black institutions exceeded those of whites in 1995 and the average salary for both groups exceeded $60,000. (JLS)

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ED 404 973

MARYLAND HIGHER EDUCATION COMMISSION

THE STATUS OF AFRICAN-AMERICAN FACULTY AND SENIOR ADMINISTRATORS IN MARYLAND PUBLIC HIGHER EDUCATION

June 1996

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The Status of
African-American Faculty and Senior Administrators
in Maryland Public Higher Education
1985 - 1995

Introduction

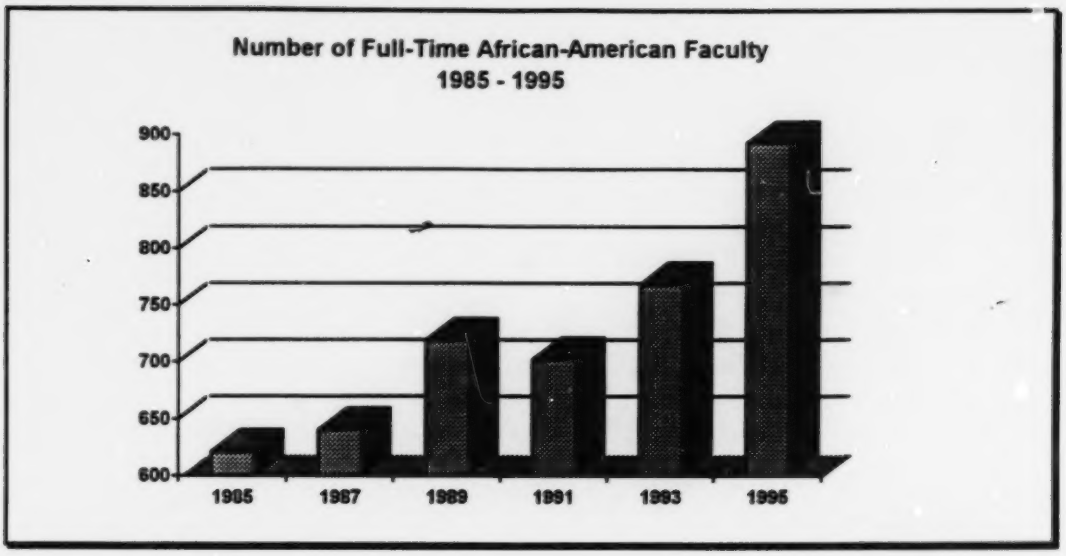
Maryland Higher Education Commission goals and policies call for statewide actions to: 1) recruit, promote, and retain minorities in faculty and staff positions; and 2) to increase the number of minority faculty in tenure-track positions.

The purpose of this report is to determine the progress that Maryland public institutions have made in the hiring of African-American faculty and senior administrators between 1985 and 1995. While a portion of this report discusses salary, it is not a salary parity study. Such an analysis would require data beyond that collected by the Commission. Further detailed study of faculty salaries is the responsibility of institutions and their governing boards who have authority over personnel decisions. An analysis of campus progress with regard to the number oif minorities enrolled and overall minority achievement will be presented to the Commission in November.

For this study, the public four-year institutions have been broken into two categories: traditionally white institutions and historically black institutions. Historically black institutions include Bowie State University, Coppin State College, University of Maryland Eastern Shore and Morgan State University. Those included in the traditionally white institution category are Frostburg State University, Salisbury State University, Towson State University, University of Baltimore, University of Maryland at Baltimore, University of Maryland Baltimore County, University of Maryland College Park, University of Maryland University College and St. Mary's College of Maryland.

Faculty

Overall, institutions have shown progress in employing additional minority faculty. In 1985, African-Americans comprised 8 percent of the total faculty at Maryland public two- and four-year institutions. By 1995, that percentage increased to 11 percent. The number of African-American full-time faculty increased 44 percent between 1985 and 1995. Of all African-American full-time faculty members in 1985, 58 percent were employed by historically black institutions. In 1995, over 53 percent of African-American full-time faculty were employed at the community colleges and traditionally white institutions.



Notable progress has been made in the number of African-American full-time faculty in the ranks of professor, associate professor and assistant professor. The number of African-American faculty at these ranks more than doubled over the 10 year period at both the community colleges and traditionally white institutions. The number of African-American full professors at traditionally white institutions more than tripled since 1985. African-American faculty at the historically black institutions increased slightly over the same period.

The proportion which African-Americans comprise of faculty in the top three ranks also has increased at both the community colleges and the traditionally white campuses. However, African-Americans still represent less than 10 percent of the senior faculty (professors and associate professors) at the community colleges and the traditionally white institutions. The proportion of African-Americans in the top three ranks at the historically black campuses has declined slightly over the past 10 years.

Number and Percent of African-American Full-Time Faculty by Rank				
	1985		1995	
	# of African-American faculty	% African-American of total faculty	# of African-American faculty	% African-American of total faculty
COMMUNITY COLLEGES				
Professor	15	2.6%	40	5.2%
Associate Professor	27	5.2%	50	9.2%
Assistant Professor	34	7.5%	70	14.1%
TRADITIONALLY WHITE INSTITUTIONS				
Professor	14	1.5%	45	3.1%
Associate Professor	35	3.3%	69	5.1%
Assistant Professor	50	4.8%	91	7.3%
HISTORICALLY BLACK INSTITUTIONS				
Professor	73	58.9%	67	57.3%
Associate Professor	82	66.7%	96	61.9%
Assistant Professor	121	66.5%	137	60.9%

Baltimore City Community College (BCCC) and Prince George's Community College's student body are predominately African-American. Even though the proportion of African-American full-time faculty in the three top ranks at these institutions exceeds that of all community colleges, African-American faculty make up less than one-half of the faculty at these ranks. African-Americans constitute 26 percent of professors and over 40 percent of associate and assistant professors at BCCC, and this percentage has increased during the past 10 years. Prince George's Community College has shown progress in the hiring of African-American full-time faculty at the top three ranks. The percentage of African-American assistant professors at Prince George's soared from 8 percent in 1985 to 35 percent in 1995.

Number and Percent of African-American Full-Time Faculty by Rank

Baltimore City and Prince George's Community Colleges

	1985		1995	
	# of African-American faculty	% African-American of total faculty	# of African-American faculty	% African-American of total faculty
BALTIMORE CITY COMMUNITY COLLEGE				
Professor	4	10.8%	8	25.8%
Associate Professor	11	32.3%	10	41.7%
Assistant Professor	17	40.5%	30	43.5%
PRINCE GEORGE'S COMMUNITY COLLEGE				
Professor	5	4.9%	11	9.5%
Associate Professor	9	10.3%	8	14.8%
Assistant Professor	2	7.7%	10	34.5%

Faculty by Discipline

To answer the question "In which disciplines are African-Americans teaching full-time?", disciplines have been grouped into the following categories:

- **Business** includes business and management, and business and commerce technologies;
- **Humanities** includes the fine and applied arts, foreign languages, letters, and theology;
- **Professions** includes education, communications, health professions, home economics, law, library science, public affairs and services, medical technologies and public service technologies;
- **Science** includes biological and physical sciences, engineering, mathematics, computer science, agriculture, architecture, data processing, mechanical and engineering technologies, and natural science technologies; and,
- **Social Science** includes area studies, psychology, and other social sciences.

There is a substantial difference in the distribution of faculty by discipline at the traditionally white institutions. A considerably greater percentage of the full-time white faculty (37 percent) are teaching in the sciences than are African-American faculty (14 percent). A greater percentage of African-American faculty are working in the professions, humanities and social sciences. A greater percentage of whites at both the community colleges and the historically black institutions also are teaching in the sciences than are African-American faculty.

Percent of Full-Time Faculty by Discipline -African-American and Whites-		
	1995 Percent of all African-American faculty in discipline	1995 Percent of all white faculty in discipline
COMMUNITY COLLEGES		
Sciences	29.2%	36.0%
Professions	28.6%	21.3%
Humanities	23.4%	25.0%
Social Sciences	12.9%	10.5%
Business	5.9%	7.5%
TRADITIONALLY WHITE INSTITUTIONS		
Sciences	13.6%	36.9%
Professions	35.2%	24.0%
Humanities	22.5%	15.9%
Social Sciences	24.9%	17.7%
Business	3.8%	5.5%
HISTORICALLY BLACK INSTITUTIONS		
Sciences	25.7%	33.5%
Professions	24.3%	20.8%
Humanities	22.3%	21.3%
Social Sciences	18.9%	13.2%
Business	8.8%	11.2%

Faculty Salaries by Rank

Full-time faculty salary data for both African-Americans and whites were broken down by community colleges, traditionally white institutions and historically black institutions. The variations between the salary of African-Americans and whites in the disciplines were minimally effected by differences between the academic program assignment of faculty of the two races. When examined by rank, there was little difference between the salary of faculty at the community colleges and traditionally white institutions. Science faculty at all ranks at the historically black institutions tended to make higher salaries than other faculty.

At the community colleges, the salary gap between African-American and white full-time professors and associate professors widened between 1985 and 1995. In 1995, the average African-American professor made approximately $2,400 less than a white professor. However, at the rank of assistant professor, African-American salaries exceeded that of whites by a small margin.

At the traditionally white institutions, the average salaries of African-American full-time faculty exceeded that of whites in 1995 at both the professor and associate professor ranks. The salaries of African-American full professors exceeded that of whites by over $4,000, a dramatic change from 10 years ago. At the assistant professor rank, however, African-American salaries are nearly $1,600 less than whites.

At the historically black institutions, African-American faculty salaries at all ranks exceeded that of whites in 1995. The largest gap was at the professor rank where African-American salaries exceeded whites by over $2,000. It is notable that, in 1985, the salaries of white faculty at the associate and assistant professor level at these institutions were greater than those of African-Americans.

Full-Time Salaries By Rank

-African-American and Whites-

COMMUNITY COLLEGES

	Professor		Associate Professor		Assistant Professor	
	1985	1995	1985	1995	1985	1995
White	$37,528	$53,721	$31,682	$45,282	$25,636	$31,281
African-American	$36,247	$51,333	$29,989	$43,531	$25,145	$31,844
Difference	$ 1,281	$ 2,388	$ 1,693	$ 1,751	$ 491	($ 563)

Full-Time Salaries By Rank

-African-American and Whites-

TRADITIONALLY WHITE INSTITUTIONS

	Professor		Associate Professor		Assistant Professor	
	1985	1995	1985	1995	1985	1995
White	$50,642	$80,806	$38,287	$57,507	$30,998	$52,477
African-American	$50,137	$85,102	$37,302	$59,198	$30,540	$50,915
Difference	$ 505	($4,296)	$ 905	($1,691)	$ 458	$1,562

HISTORICALLY BLACK INSTITUTIONS

	Professor		Associate Professor		Assistant Professor	
	1985	1995	1985	1995	1985	1995
White	$39,938	$59,515	$34,102	$50,029	$29,739	$41,365
African-American	$41,764	$61,522	$32,924	$51,290	$28,321	$42,360
Difference	($1,826)	($2,007)	$ 1,178	($1,261)	$ 1,418	($ 995)

Administrators

The proportion of African-American executives and managers employed outside the historically black institutions has increased over the past 10 years. In 1985, 36 percent of African-Americans employed as senior administrators at Maryland public campuses were at a community college or a traditionally white institution. By 1995, that had grown to 46 percent.

Overall, the percentage of African-American executives and managers has increased marginally between 1985 and 1995 - from 19.6 percent to 20.4 percent. This has been due to growth at the community colleges and traditionally white institutions. The percentage of African-American senior administrators increased from 10 percent to 13 percent at the community colleges and from 7 percent to 10 percent at the traditionally white institutions.

Percentage of African-American Executives and Managers				
	1985		1995	
	N	%	N	%
COMMUNITY COLLEGES	40	9.8%	55	13.0%
TRADITIONALLY WHITE INSTITUTIONS	54	7.4%	74	9.6%
HISTORICALLY BLACK INSITUTIONS	169	82.4%	153	80.5%

The salaries of African-Americans in full-time, senior administrative positions at both the community colleges and historically black institutions exceeded that of whites in 1995. At the traditionally white institutions, the salary gap decreased from $7,560 in 1985 to $2,258 in 1995. The 1995 average salary for African-American and white senior administrators at all types of institutions exceeded $60,000.